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**THE OCCUPATIONAL SAFETY AND HEALTH
TRAINING EFFECTIVENESS AMONG HEALTHCARE
WORKERS IN GOVERNMENT HOSPITAL NEGERI
SEMBILAN DARUL KHUSUS**



**MASTER OF SCIENCE OCCUPATIONAL SAFETY AND HEALTH
MANAGEMENT**

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ABSTRACT

The training effectiveness is crucial to ensuring the organization's investment in each training program has a positive impact. Beside occupational safety and health training, it is important to ensure that the trainee achieves the training goals. Therefore, this study aimed to evaluate the occupational safety and health training effectiveness on healthcare workers in public hospitals Negeri Sembilan Darul Khusus. There are six public hospitals were participated in this study, namely Hospital Tuanku Jaafar Seremban, Hospital Ampuan Najihah Kuala Pilah, Hospital Jelebu, Hospital Jempol, Hospital Tampin and Hospital Port Dickson. Research framework was adopted based on the Kirkpatrick Training Model (1970). This study used a quantitative approach to identify the relationships between the variables. The data collection was conducted through questionnaires distribution to 300 healthcare workers in six public hospitals in Negeri Sembilan. 234 sample size of the study was determined based on Krejcie and Morgan's (1970) Table. The results show that the training effectiveness of occupational safety and health provided by the employer depends on the training materials and trainee motivation only. This study suggests that hospital management should increase the number of occupational safety and health training participants at all levels among public hospital.

Keywords: Kirkpatrick Training Model, Public Sector, Training Effectiveness.

ABSTRAK

Keberkesanan latihan adalah sangat penting bagi memastikan pelaburan organisasi dalam setiap program latihan memberikan impak positif. Selain daripada latihan berkaitan keselamatan dan kesihatan pekerjaan adalah penting untuk memastikan peserta dapat mencapai matlamat program latihan tersebut. Oleh itu, kajian ini bertujuan menilai keberkesanan latihan keselamatan dan kesihatan pekerjaan terhadap anggota kesihatan dan perubatan di hospital awam di Negeri Sembilan Darul Khusus. Sebanyak enam buah hospital awam iaitu Hospital Tuanku Jaafar Seremban, Hospital Ampuan Najihah Kuala Pilah, Hospital Jelebu, Hospital Jempol, Hospital Tampin dan Hospital Port Dickson terlibat dalam kajian ini. Kerangka kajian dibangunkan berdasarkan Model Latihan Kirkpatrick (1970). Kajian ini menggunakan pendekatan kuantitatif untuk mengenalpasti hubungan antara pembolehubah-pembolehubah kajian. Pengumpulan data kajian dibuat dengan mengedarkan sebanyak 300 soal selidik kepada anggota kesihatan dan perubatan yang terlibat dalam mengikuti program latihan keselamatan dan kesihatan pekerjaan. Bilangan sampel kajian ditentukan berdasarkan jadual Krejcie dan Morgan (1970) iaitu seramai 234 orang. Hasil kajian menunjukkan keberkesanan latihan keselamatan dan kesihatan pekerjaan yang diberikan oleh majikan banyak dipengaruhi oleh faktor bahan latihan dan motivasi peserta sahaja. Kajian ini mencadangkan agar pihak pengurusan hospital meluaskan penglibatan peserta latihan keselamatan dan kesihatan pekerjaan kepada semua peringkat pekerja di hospital awam.

Kata kunci: Model Latihan Kirkpatrick, Sektor awam, Keberkesanan latihan, Motivasi pelatih, Bahan latihan

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TABLE OF CONTENTS

LIST OF TABLES	xii
LIST OF FIGURES	xiv
LIST OF SYMBOLS AND ABBREVIATIONS	xv

CHAPTER ONE INTRODUCTION

1.1 Background of the Study	1
1.2 Problem Statement	2
1.3 Research Questions	5
1.4 Research Objective.....	6
1.5 Significance of Study	6
1.5.1 Theoretical Significance.....	6
1.5.2 Practical Significance.....	8
1.6 Scope of the Study.....	9
1.7 Definition of Key Terms	10
1.9 Organizational of the thesis.....	11

CHAPTER TWO LITERATURE REVIEW

2.1 Introduction	13
2.2 Occupational Safety and Health Training Effectiveness.....	13
2.2.1 Models to Measure the Training Effectiveness.....	17

2.2.1.2	Kirkpatrick's Four Levels Evaluation Model	18
2.2.1.3.1	Reaction.....	19
2.2.1.3.2	Learning	20
2.2.1.3.3	Behavior	21
2.2.1.3.4	Results	22
2.3	Overview of Trainer from Training Perspective	23
2.3.1	Defining Trainer	23
2.3.2	Review of Past Studies on Trainer	23
2.3.3	Review of Past Studies on Training Material.....	24
2.4	Overview of Training Material from Training Perspective	24
2.4.1	Defining Training Material	24
2.5	Overview of Training Environment from Training Perspective	26
2.5.1	Defining Training Environment.....	26
2.5.2	Review of Past Studies on Training Environment	27
2.6	Overview of Social Support from Training Perspective	29
2.6.1	Defining Social Support.....	29
2.6.2	Review of Past Studies on Social Support	29
2.7	Overview of Trainee Motivation from Training Perspective.....	30
2.7.1	Defining Trainee Motivation.....	30
2.7.2	Review of Past Studies on Trainee Motivation.....	31
2.8	Research Framework.....	33
2.8.1	Hypothesis.....	33

2.9 Conclusion	36
----------------------	----

CHAPTER THREE METHODOLOGY

3.1 Introduction	37
3.2 Research Design	37
3.3 Populations	38
3.4 Sample	40
3.5 Sampling Technique	40
3.6 Data Collection procedure	41
3.7 Instruments	42
3.7.1 Independent Variables (IV)	43
3.7.2 Dependent Variables (DV) – Training Effectiveness	47
3.8 Measurement of Variables	48
3.8.1 Measurement of Independent Variables	48
3.8.1.1 Trainer	50
3.8.1.2 Training Material	52
3.8.1.3 Training Environment	53
3.8.1.4 Social Support	54
3.8.1.5 Trainee Motivation	56
3.8.2.1 Learning	57
3.9 Techniques of Data Analysis	58
3.9.1 Descriptive Analysis	58

3.9.2 Reliability Analysis	58
3.9.3 Pilot Test	59
3.9.4 Pearson's Correlation Analysis	60
3.9.3 Multiple Regression Analysis	62
3.10 Conclusion	63

CHAPTER FOUR FINDINGS

4.1 Introduction	64
4.2 Response Rate	64
4.3 Data Screening and Preliminary Analysis	65
4.4 Respondents' Demographic Characteristics	67
4.5 Multivariate Assumption Tests	70
4.5.1 Linearity, Normality and Homoscedasticity	70
4.5.2 Multicollinearity.....	74
4.7 Reliability Analysis.....	75
4.8 Correlation Analysis.....	76
4.9 Multiple Regressions Analysis.....	77
4.13 Chapter Summary.....	79

CHAPTER FIVE DISCUSSIONS AND RECOMMENDATION

5.1 Introduction	81
5.2 Summary of Findings	81
5.3 Discussions of the Results	82

5.4 Implication	87
5.4.2 Corrective Action	89
5.4.3 Implications for Government Policy	90
5.5 Recommendations for Future Research	91
5.6 Conclusion	92
REFERENCES	94



LIST OF TABLES

Table 3.1 Distribution Staff of Publics Hospital in Negeri Sembilan Malaysia.....	39
Table 3.2 Item Resources for the Factors.....	43
Table 3.3 Trainer.....	51
Table 3.4 Training Material.....	52
Table 3.5 Training Environment.....	53
Table 3.6 Social support.....	55
Table 3.7 Trainee Motivation.....	56
Table 3.8 Learning.....	57
Table 3.9 Description Value of Cronbach's Alpha.....	59
Table 3.10 Pearson's Correlation Coefficient Interpretation.....	62
Table 4.1: Response Rate of the questionnaires.....	64
Table 4.2: Demographic Characteristics of the Respondents (N=94).....	68
Table 4.3: Collinearity Statistics.....	75
Table 4.4: Reliability Analysis: Alpha Coefficients.....	76
Table 4.5: Correlations of Variables.....	77

Table 4.6: Multiple Regression Analysis Summaries for training effectiveness.....	78
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LIST OF FIGURES

Figure 2.8:

Research Framework of the Study.....33

Figure 4.1:

P-P Plot of Regression Standardized Residual.

Linearity Test for Training Effectiveness.....71

Figure 4.2:

Scatter Plot (Normal Plot) of Regression Standardized Residual.

Homoscedasticity test for training effectiveness.....72

Figure 4.3:

Normality test for Training Effectiveness.....73



LIST OF SYMBOLS AND ABBREVIATIONS

DOSH	Department of Occupational Safety and Health
HJEL	Hospital Jelevu
HJEM	Hospital Jempol
HPD	Hospital Port Dickson
HTAM	Hospital Tampin
HTAN	Hospital Tunku Ampuan Najihah
HTJS	Hospital Tuanku Jaafar Seremban
JKKP	Jawatankuasa Keselamatan dan Kesihatan Pekerjaan
KKM	Kementerian Kesihatan Malaysia
KPAS	Kesihatan Pekerjaan dan Alam Sekitar
KPI	Key Performance Index
MOH	Ministry of Health
OSH	Occupational Safety and Health

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Today, we believe that the success of an organization can be achieved through men or humans (Pfeffer, 1994). This shows the strengths and efficiency of people are critical. Most organizations, in the idea, expend a lot of money on training. The preparation would boost the efficiency of their workers and thus that of the organization.

Malaysia's government has aim for the country to become fully developed during 2020 (Mohammed, 2003). To do this, Malaysia has needs competent workers to contend successfully with the challenges ahead. Therefore the Malaysian's creation of human capital is a high priority of government (Hashim, 2001).

There were over 3,300 work-related accidents reported in Malaysia in 2015, of which 214 were deaths. This puts our national occupational fatality rate at a staggering 4.84, a number that's 20% higher than Colombia and 2.5 times greater than Singapore. And these are the cases that were investigated by the Department of Occupational Safety and Health (DOSH). What about those that were not investigated? This is exactly why Occupational Safety and Health plays such a pivotal role in the workplace – ensuring that relevant safety and health standards, as well as procedures, are carefully observed to reduce potential occupational hazards.

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APPENDIX



INVESTIGATOR'S AGREEMENT, HEAD OF DEPARTMENT AND ORGANISATIONAL / INSTITUTIONAL APPROVAL
PERSETUJUAN PENYELIDIK DAN KEBENARAN KETUA JABATAN DAN PENGARAH ORGANISASI/INSTITUSI

This document is intended for online submission for formal research registration. It is issued as the Investigator's Agreement to participate in the research as well as the investigator's **Head of Department and Director's Approval**. Please upload this document in the required section in NMRR upon completion.

****Note:** This form is NOT to be used for obtaining permission to conduct the research at the named / selected study site(s).

Dokumen ini adalah untuk penghantaran 'online' mengikut prosedur rasmi pendaftaran penyelidikan. Borang ini dikeluarkan sebagai pengakuan penyelidik untuk menjalankan penyelidikan dan persetujuan serta kebenaran daripada **Ketua Jabatan dan Pengarah masing-masing**. Sila lengkapkan borang ini dan memuat naik ke dalam sistem NMRR di seksyen yang telah ditetapkan.


****Nota :** Borang ini BUKAN digunakan untuk tujuan mendapatkan keizinan untuk menjalankan penyelidikan di lokasi kajian yang dipilih.

Research Title [Tajuk Penyelidikan]	THE EFFECTIVENESS OCCUPATIONAL SAFETY AND HEALTH TRAINING PROGRAMME AT GOVERNMENT HOSPITAL IN NEGERI SEMBILAN DARUL KHUSUS		
Research ID [Nombor Pendaftaran]	50663	Protocol Number (if available) [Nombor Protokol (jika ada)]	

INVESTIGATOR'S AGREEMENT [PERSETUJUAN PENYELIDIK]

I have understood the above mentioned proposed research and I agree to participate as an investigator and being responsible to conduct the research.


Saya faham atas cadangan penyelidikan di atas dan bersetuju untuk mengambil bahagian serta bertanggungjawab untuk melaksanakan penyelidikan tersebut.

Name [Nama]	MOHD KHAIRULL BIN ISMAIL
IC number [Nombor K/P]	840419016039
Institute [Institusi]	HOSPITAL JELEBU
Signature and Official stamp [Tandatangan dan Cop Rasmi]	 MOHD KHAIRULL BIN ISMAIL NOMBOR PENDAFTARAN : 8979 PENOLONG PEGAWAI PERUBATAN GRED U32 HOSPITAL JELEBU
Date [Tarikh]	

HEAD OF DEPARTMENT AGREEMENT [PERSETUJUAN KETUA JABATAN]

I agree to allow the above named investigator to conduct the above titled research.


Saya bersetuju dan membenarkan pegawai seperti bernama di atas untuk menjadi penyelidik di dalam projek penyelidikan tersebut di atas.

Name of Head : [Nama Ketua Jabatan]	
Signature and Official stamp [Tandatangan dan Cop Rasmi]	 DR. SAKINAH BINTI ZAIB PEGAWAI PERUBATAN UD44 NO. PENDAFTARAN PENUH 72092 HOSPITAL JELEBU NEGERI SEMBILAN
Date [Tarikh]	

ORGANISATIONAL / INSTITUTIONAL APPROVAL [KEBENARAN ORGANISASI / INSTITUSI]

I acknowledge and approve the named officer to conduct the above titled research.

Saya mengesahkan dan mengambil maklum penglibatan pegawai ini di dalam penyelidikan tersebut.

Name of Director [Nama Pengarah]	
Signature and Official stamp [Tandatangan dan Cop Rasmi]	 DR. SARINA BT SIDEK No. Pendaftaran Penuh MPM : (33370) Pengarah Hospital (UD54) Hospital Jelebu, Negeri Sembilan.
Date [Tarikh]	

CONFLICT OF INTEREST DECLARATION FORM FOR INVESTIGATORS

SECTION 1.0: GENERAL INFORMATION

Research ID:	50663	Protocol Number: (if any):	
Research Title:	EFFECTIVENESS OCCUPATIONAL SAFETY AND HEALTH PROGRAMME		
Study Type:	/	IIR (Investigator Initiated Research)	
		ISR (Industry Sponsored Research)	
Principal Investigator's Name:	MOHD KHAIRULL BIN ISMAIL		
Sponsor/Funding (if any):	SELF FUNDING		

Study Team Members:

Note:

- Please list all the research team members (Principal/ Coordinating Investigator, Principal Investigator at the Site and Co/Sub Investigator at the Site) involved in this study.

Investigator Name	Site Conducted	Investigator's Role (Principal/ Coordinating Investigator, Principal Investigator at the Site or Co/Sub Investigator at the Site)
MOHD KHAIRULL BIN ISMAIL	HOSPITAL JELEBU HOSPITAL TUANKU JAAFAR SEREMBAN HOSPITAL TUANKU AMPUAN NAJIHAH KUALA PILAH HOSPITAL TAMPIN HOSPITAL JEMPOL HOSPITAL PORT DICKSON	Principal Investigator

SECTION 2.0: CONFLICT OF INTEREST INFORMATION

2.1 Instruction: Please read each of the statements below and mark/tick (✓) in the appropriate column
Please note that the statements below are relevant to/applicable to include your study team members (Principal/ Coordinating Investigator, Principal Investigator at the Site and Co/Sub Investigator at the Site), your spouse and each dependent child.

Nature of Interest	YES	NO	If YES, please describe/ explain your plan for reducing or eliminating the potential conflict of interest : <i>(note: MREC may recommend other conditions if such condition will eliminate, reduce or manage the conflict of interest/s)</i>
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SECTION 3.0 DECLARATION BY PRINCIPAL/ COORDINATING INVESTIGATOR

I certify that the responses to the statements above are accurate and complete and that my responses constitute a full disclosure of any conflicting interest/s and activities that may affect the integrity of the research or the rights, safety and welfare of human subjects.

I will promptly disclose to MREC any significant new information which would cause the answers to the above statements to change during the course of the study.

Important note: Please note that the terms "I" and "my" include your study team members (Principal/Coordinating Investigator, Principal Investigator at the Site and Co/Sub Investigator at the Site), your spouse and each dependent child

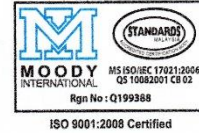
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Name : MOHD KHAIRULL BIN ISMAIL	Designation: Master Student UUM / Pen. Peg. Perubatan U32



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National Institute of Health (NIH)
Ministry of Health Malaysia
Malaysia Research Ethic Committee
No.1, Jalan Setia Murni U13/52. Seksyen U13,
Bandar Setia Alam 40170
Shah Alam, Selangor.

2 October 2019

Dear Sir/Madam,

RE: Approval Application for Research: THE EFFECTIVENESS OCCUPATIONAL TRAINING PROGRAMME IN GOVERNMENT HOSPITAL AT NEGERI SEMBILAN

With reference to the above matter, I would like to apply for approval to conduct this study from National Institute of Health (NIH) and Medical Research Ethic Committee (MREC) via National Medical Research Register (NMRR).

I will be carrying out a study the effectiveness OSH training programme at 6 six government hospital in Negeri Sembilan State.

The quantitative research design was adopted in this study because it enabled the researcher to test and examine the relationship between the research constructs. It will also help to reliably determine if one concept is better than other alternatives and at the same time be able to answer basic questions regarding relationship among measured variables with the aim of explaining, predicting, and controlling events and situations. It is on that premise that we decide that quantitative research design is the most appropriate for this study because it gives the opportunity to test the relationship between different variables using statistical methods.

In all intent and purpose, it also corresponds with the main purpose of conducting this research, which is to test the direct relationship between intrinsic motivation, extrinsic motivation and job satisfaction and between organizational climate and job satisfaction. In addition, it will also examine the moderating effect of university reputation on job satisfaction. Secondly, it allows the researcher to carry out investigations on enormous samples which in turn can be spread to the entire population. Thirdly, the research design allows the usage of standards and prescribed sets of questionnaire to be distributed on every respondents which will enable the researcher to cover their study appropriately.

For this study, the unit of analysis is the individual (Staff who as attended the training programme in current year) where primary data will be collected through the distribution of questionnaires.

In conclusion, the study, was cross-sectional in the sense that data, will be collected at one point in time. A cross sectional design is simple, inexpensive and it also allows for the collection of data within a short period of time. Therefore, we would like to apply consent waiver from MREC.

Kindly find uploaded research and investigator documents as reference for your further action.

Thank you.

Yours faithfully,

Mohd Khairull Bin Ismail
Master Student UUM





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Melalui ,

Pengarah Hospital,
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29/9/19
DR. SARINA BT. SIEK
No. Pendaftaran Penuh MPM: (33370)
Pengarah Hospital (UD54)
Hospital Jelebu Negeri Sembilan

YDihormati Dato'/Tuan/Puan

**PERMOHONAN MENJALANKAN KAJIAN DAN "DATA COLLECTION" DI FASILITI
HOSPITAL KERAJAAN DI NEGERI SEMBILAN DARUL KHUSUS"**

Dengan segala hormatnya saya merujuk kepada perkara diatas.

2. Adalah dengan rasa rendah diri saya merupakan pelajar Sarjana Kesihatan Pekerjaan dan Pengurusan Kesihatan Universiti Utara Malaysia, Sintok, Kedah ingin menjalankan kajian di Hospital Kerajaan di Negeri Sembilan Darul Khusus. Butiran maklumat kajian saya adalah seperti berikut :-

Nama Pelajar	:	<u>MOHD KHAIRULL BIN ISMAIL</u>
Nombor Matrik	:	823730
Nombor MMR	:	50663
Tajuk Kajian Terhadap	:	"Keberkesanan Program Latihan Kesihatan Pekerjaan Anggota Hospital Di Negeri Sembilan Darul Khusus"
Skop Kajian	:	Anggota hospital yang telah menghadiri latihan kesihatan Pekerjaan dalam tahun semasa (2019)
Maklumat yang Diperlukan	:	Senarai nama anggota yang telah menghadiri latihan tersebut Dalam tahun semasa
Hospital Terlibat	:	Hospital Tuanku Jaafar Seremban, Hospital Tuanku Ampuan Najihah Kuala Pilah, Hospital Jelebu, Hospital Tampin, Hospital Jempol, Hospital Port Dickson
Kaedah Kutipan data	:	<i>Systematic random data sampling</i>



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3. Segala keperihatinan dan jasa baik pihak YDihormati Dato'/Tuan/Puan amatlah di hargai.

Sekian terima kasih

Yang Benar ,



(MOHD KHAIRULL BIN ISMAIL)

Penolong Pegawai Perubatan Gred U32

Klinik Pakar, Hospital Jelebu

Master Student

UUM, Sintok Kedah



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THE EFFECTIVENESS OCCUPATIONAL SAFETY & HEALTH TRAINING PROGRAMME TO HEALTH CARE WORKERS IN GOVERNMENT HOSPITAL NEGERI SEMBILAN DARUL KHUSUS

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Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport ^b	.	Enter

a. Dependent Variable: Compute_Learning

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912 ^a	.832	.823	.24766

a. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.788	5	5.358	87.350	.000 ^b
	Residual	5.398	88	.061		
	Total	32.186	93			

a. Dependent Variable: Compute_Learning

b. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.047	.224		-.209	.835
	Compute_Tutor	-.228	.128	-.203	-1.789	.077
	Compute_LearningMaterial	.446	.108	.439	4.118	.000
	Compute_Environment	.136	.078	.129	1.752	.083
	Compute_SocialSupport	.095	.123	.090	.772	.442
	Compute_Motivation	.555	.094	.520	5.911	.000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compute_Tutor	.148	6.750
	Compute_LearningMaterial	.168	5.956
	Compute_Environment	.354	2.823
	Compute_SocialSupport	.140	7.149
	Compute_Motivation	.246	4.066

a. Dependent Variable: Compute_Learning

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Compute_Tutor	Compute_LearningMaterial
1	1	5.974	1.000	.00	.00	.00
	2	.012	22.422	.84	.00	.03
	3	.007	29.399	.12	.01	.02
	4	.004	39.198	.03	.07	.22
	5	.002	58.227	.00	.06	.58
	6	.002	62.350	.02	.85	.16

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions		
		Compute_Environment	Compute_SocialSupport	Compute_Motivation
1	1	.00	.00	.00
	2	.00	.02	.01
	3	.58	.02	.06
	4	.08	.00	.56
	5	.02	.70	.20
	6	.32	.26	.17

a. Dependent Variable: Compute_Learning

FREQUENCIES VARIABLES=Sex Ethnic Age Educat Oposit Experi Hosp JKPP
/ORDER=ANALYSIS.

Frequencies

[DataSet1] F:\Master OSHM_Jaja\Semester_6\BPMZ69912\Sampel\94 Samples\Spss Jaja_20.11.2019-94 samples.sav

Statistics

		Gender	Ethnics	Age	Education	Opposition	Work Experience
N	Valid	94	94	94	94	94	94
	Missing	0	0	0	0	0	0

Statistics

		Institution	JKKP
N	Valid	94	94
	Missing	0	0

Frequency Table

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	55	58.5	58.5	58.5
	2.00	39	41.5	41.5	100.0
	Total	94	100.0	100.0	

Ethnics

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0000	78	83.0	83.0	83.0
	2.0000	6	6.4	6.4	89.4
	3.0000	9	9.6	9.6	98.9
	4.0000	1	1.1	1.1	100.0
	Total	94	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0000	21	22.3	22.3	22.3
	2.0000	44	46.8	46.8	69.1
	3.0000	20	21.3	21.3	90.4
	4.0000	9	9.6	9.6	100.0
	Total	94	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.000	1	1.1	1.1	1.1
	2.000	20	21.3	21.3	22.3
	3.000	73	77.7	77.7	100.0
	Total	94	100.0	100.0	

Opposition

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.000	22	23.4	23.4	23.4
	2.000	57	60.6	60.6	84.0
	3.000	15	16.0	16.0	100.0
	Total	94	100.0	100.0	

Work Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0000	15	16.0	16.0	16.0
	2.0000	32	34.0	34.0	50.0
	3.0000	12	12.8	12.8	62.8
	4.0000	35	37.2	37.2	100.0
	Total	94	100.0	100.0	

Institution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.000000	14	14.9	14.9	14.9
	2.000000	8	8.5	8.5	23.4
	3.000000	10	10.6	10.6	34.0
	4.000000	10	10.6	10.6	44.7
	5.000000	42	44.7	44.7	89.4
	6.000000	10	10.6	10.6	100.0
	Total	94	100.0	100.0	

JKKP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	94	100.0	100.0	100.0



```

DESCRIPTIVES VARIABLES=Compute_Tutor Compute_LearningMaterial Compute_Environm
ent
    Compute_SocialSupport Compute_Motivation Compute_Learning
/SAVE
/STATISTICS=MEAN SUM STDDEV MIN MAX KURTOSIS.

```

Descriptives

Descriptive Statistics

	N Statistic	Minimum Statistic	Maximum Statistic	Sum Statistic	Mean Statistic	Std. Deviation Statistic
Compute_Tutor	94	2.86	5.00	400.93	4.2652	.52255
Compute_LearningMaterial	94	2.00	5.00	398.11	4.2352	.57835
Compute_Environment	94	2.50	5.00	401.75	4.2739	.55518
Compute_SocialSupport	94	2.44	5.00	397.50	4.2287	.56033
Compute_Motivation	94	3.00	5.00	398.60	4.2404	.55150
Compute_Learning	94	2.57	5.00	395.29	4.2052	.58829
Valid N (listwise)	94					

Descriptive Statistics

	Kurtosis	
	Statistic	Std. Error
Compute_Tutor	.454	.493
Compute_LearningMaterial	1.627	.493
Compute_Environment	.813	.493
Compute_SocialSupport	.888	.493
Compute_Motivation	.065	.493
Compute_Learning	.550	.493
Valid N (listwise)		

Your temporary usage period for IBM SPSS Statistics will expire in 5861 days.

GET

```
FILE='F:\Master OSHM_Jaja\Semester_6\BPMZ69912\Sampel\94 Samples\Spss Jaja_2  
0.11.2019-94 samples.sav'.  
DATASET NAME DataSet1 WINDOW=FRONT.  
DESCRIPTIVES VARIABLES=Experi  
/STATISTICS=MEAN STDDEV VARIANCE MIN MAX.
```

Descriptives

[DataSet1] F:\Master OSHM_Jaja\Semester_6\BPMZ69912\Sampel\94 Samples\Spss Jaja_20.11.2019-94 samples.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Work Experience	94	1.0000	4.0000	2.712766	1.1323431	1.282
Valid N (listwise)	94					

CORRELATIONS

```
/VARIABLES=Compute_Tutor Compute_LearningMaterial Compute_Environment Comput  
e_SocialSupport  
Compute_Motivation Compute_Learning  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

Correlations

Correlations

		Compute_Tutor	Compute_LearningMaterial	Compute_Environment
Compute_Tutor	Pearson Correlation	1	.869 **	.797 **
	Sig. (2-tailed)		.000	.000
	N	94	94	94
Compute_LearningMaterial	Pearson Correlation	.869 **	1	.669 **
	Sig. (2-tailed)	.000		.000
	N	94	94	94
Compute_Environment	Pearson Correlation	.797 **	.669 **	1
	Sig. (2-tailed)	.000	.000	
	N	94	94	94
Compute_SocialSupport	Pearson Correlation	.851 **	.882 **	.675 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94
Compute_Motivation	Pearson Correlation	.762 **	.795 **	.648 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94
Compute_Learning	Pearson Correlation	.754 **	.842 **	.659 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94

Correlations

		Compute_SocialSupport	Compute_Motivation	Compute_Learning
Compute_Tutor	Pearson Correlation	.851 **	.762 **	.754 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94
Compute_LearningMaterial	Pearson Correlation	.882 **	.795 **	.842 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94
Compute_Environment	Pearson Correlation	.675 **	.648 **	.659 **
	Sig. (2-tailed)	.000	.000	.000
	N	94	94	94
Compute_SocialSupport	Pearson Correlation	1	.861 **	.839 **
	Sig. (2-tailed)		.000	.000
	N	94	94	94
Compute_Motivation	Pearson Correlation	.861 **	1	.876 **
	Sig. (2-tailed)	.000		.000
	N	94	94	94
Compute_Learning	Pearson Correlation	.839 **	.876 **	1
	Sig. (2-tailed)	.000	.000	
	N	94	94	94

** . Correlation is significant at the 0.01 level (2-tailed).

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Compute_Learning
/METHOD=ENTER Compute_Tutor Compute_LearningMaterial Compute_Environment Compute_SocialSupport
Compute_Motivation
/RESIDUALS DURBIN.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport ^b	.	Enter

a. Dependent Variable: Compute_Learning

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.912 ^a	.832	.823	.24766	.832	87.350	5

Model Summary^b

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	88	.000	1.948

a. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

b. Dependent Variable: Compute_Learning

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.788	5	5.358	87.350	.000 ^b
	Residual	5.398	88	.061		
	Total	32.186	93			

a. Dependent Variable: Compute_Learning

b. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.047	.224		-.209	.835
	Compute_Tutor	-.228	.128	-.203	-1.789	.077
	Compute_LearningMaterial	.446	.108	.439	4.118	.000
	Compute_Environment	.136	.078	.129	1.752	.083
	Compute_SocialSupport	.095	.123	.090	.772	.442
	Compute_Motivation	.555	.094	.520	5.911	.000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compute_Tutor	.148	6.750
	Compute_LearningMaterial	.168	5.956
	Compute_Environment	.354	2.823
	Compute_SocialSupport	.140	7.149
	Compute_Motivation	.246	4.066

a. Dependent Variable: Compute_Learning

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	(Constant)	Variance Proportions	
					Compute_Tutor	Compute_LearningMaterial
1	1	5.974	1.000	.00	.00	.00
	2	.012	22.422	.84	.00	.03
	3	.007	29.399	.12	.01	.02
	4	.004	39.198	.03	.07	.22
	5	.002	58.227	.00	.06	.58
	6	.002	62.350	.02	.85	.16

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions		
		Compute_Environment	Compute_SocialSupport	Compute_Motivation
1	1	.00	.00	.00
	2	.00	.02	.01
	3	.58	.02	.06
	4	.08	.00	.56
	5	.02	.70	.20
	6	.32	.26	.17

a. Dependent Variable: Compute_Learning

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.7020	5.0020	4.2052	.53670	94
Residual	-.87426	.57281	.00000	.24091	94
Std. Predicted Value	-2.801	1.485	.000	1.000	94
Std. Residual	-3.530	2.313	.000	.973	94

a. Dependent Variable: Compute_Learning

RELIABILITY

```
/VARIABLES=Compute_Tutor Compute_Environment Compute_LearningMaterial Comput  
e_SocialSupport  
Compute_Motivation Compute_Learning  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/STATISTICS=SCALE.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	94	100.0
	Excluded ^a	0	.0
	Total	94	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.956	6

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.4487	9.251	3.04160	6

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Compute_Learning
/METHOD=ENTER Compute_Tutor Compute_LearningMaterial Compute_Environment Com
pute_SocialSupport
Compute_Motivation
/RESIDUALS DURBIN.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport ^b	.	Enter

a. Dependent Variable: Compute_Learning

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.912 ^a	.832	.823	.24766	1.948

a. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

b. Dependent Variable: Compute_Learning

ANOVA^a

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1	Regression	26.788	5	5.358	87.350	.000 ^b
	Residual	5.398	88	.061		
	Total	32.186	93			

a. Dependent Variable: Compute_Learning

b. Predictors: (Constant), Compute_Motivation, Compute_Environment, Compute_LearningMaterial, Compute_Tutor, Compute_SocialSupport

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Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
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	Compute_LearningMaterial	.446	.108	.439	4.118	.000
	Compute_Environment	.136	.078	.129	1.752	.083
	Compute_SocialSupport	.095	.123	.090	.772	.442
	Compute_Motivation	.555	.094	.520	5.911	.000

a. Dependent Variable: Compute_Learning

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.7020	5.0020	4.2052	.53670	94
Residual	-.87426	.57281	.00000	.24091	94
Std. Predicted Value	-2.801	1.485	.000	1.000	94
Std. Residual	-3.530	2.313	.000	.973	94

a. Dependent Variable: Compute_Learning



**Othman Yeop Abdullah
Graduate School of Business**

Universiti Utara Malaysia

UNIVERSITI UTARA MALAYSIA

SINTOK, KEDAH

BORANG SOAL SELIDIK

“The Occupational Safety and Health (OSH) Training effectiveness among HealthCare Workers in Government Hospital Negeri Sembilan Darul Khusus”

“ Keberkesanan Progam Latihan keselamatan dan Kesihatan Pekerjaan Terhadap Pekerja Perubatan Di Hospital Kerajaan Di Negeri Sembilan Darul Khusus ”

Universiti Utara Malaysia

1. Soal selidik ini bertujuan untuk mendapatkan keberkesanan program latihan berkenaan keselamatan dan kesihatan di kalangan pekerja di hospital kerajaan.
2. Diharapkan pihak tuan/puan/cik dapat memberikan kerjasama dengan menjawab dan member keterangan yang jujur ikhlas terhadap soalan-soalan yang dikemukakan.
3. Segala maklumat yang diberikan oleh pihak tuan/puan/cik akan **DIRAHSIAKAN** dan semata-mata untuk tujuan kajian Projek Ijazah Sarjana sahaja.
4. Kerjasama pihak tuan/puan/cik amat diharapkan dan diucapkan ribuan terima kasih.

Disediakan oleh;

MOHD KHAIRULL BIN ISMAIL

Sarjana Kesihatan Pekerjaan dan Pengurusan Kesihatan

Othman Yeop Abdullah, Graduate School Of Business

Universiti Utara Malaysia (UUM) Sintok, Kedah

Sila berikan jawapan/ pandangan anda yang paling tepat terhadap setiap soalan. Makhumbalas yang diberikan akan dipastikan sulit (Untuk Tujuan akademik) dan identiti anda akan dikekalkan sebagai rahsia.

Seksyen A / Maklumat demografi

Tandakan (/) pada bahagian yang berkenaan

1.Jantina

☐ Lelaki ☐ Perempuan

2.Bangsa

☐ Melayu ☐ India

☐ Cina ☐ Lain-lain (sila nyatakan)

3.Kumpulan Umur

☐ 30 tahun ke bawah ☐ 41-50 tahun
☐ 31-40 tahun ☐ 51 tahun ke atas

4.Tahap pendidikan tertinggi

☐ Sekolah Rendah (UPSR) ☐ Pengajian tinggi (Diploma/Ijazah/Sarjana/Phd)

☐ Sekolah Menengah (PMR/SPM/STPM)

5.Jawatan yang disandang

☐ Pengurusan tertinggi / Profesional ☐ Sokongan 2

☐ Sokongan 1

6. Pengalaman Kerja

☐ 0 – 5 Tahun ☐ 11 – 15 tahun
☐ 6 – 10 Tahun ☐ 16 tahun keatas

7. Institusi pekerjaan semasa

HTJS	<input type="checkbox"/>	HTampin	<input type="checkbox"/>	HJeLebu	<input type="checkbox"/>
HTAN	<input type="checkbox"/>	HJempol	<input type="checkbox"/>	HPort Dikson	<input type="checkbox"/>

8. Pernah menghadiri latihan JKPP dalam tahun semasa (2019)

☐ Ya ☐ Tidak

(sebagai contoh :- Latihan kebakaran /Kursus JKPP/ latihan bencana)

Sila pilih jawapan paling sesuai dan bulatkan.

Sangat tidak bersetuju	Tidak Bersetuju	Tidak Pasti	Bersetuju	Sangat Bersetuju
1	2	3	4	5

Seksyen B / Penceramah

Bil	Soalan	1	2	3	4	5
1	Penceramah menetapkan tujuan objektif latihan.	1	2	3	4	5
2	Penceramah menyusun rancangan latihan dengan baik.	1	2	3	4	5
3	Penceramah memberikan contoh terkini semasa ceramah	1	2	3	4	5
4	Penceramah menjalankan keperluan analisa	1	2	3	4	5
5	Penceramah mengemukakan cadangan kepada peserta.	1	2	3	4	5
6	Penceramah memberikan arahan yang mudah difahami.	1	2	3	4	5
7	Penceramah menyediakan pengukuhan perilaku positif.	1	2	3	4	5
8	Penceramah menggunakan pelbagai teknik berlainan dalam latihan.	1	2	3	4	5
9	Penceramah menyoal peserta untuk mendapatkan penglibatan	1	2	3	4	5
10	Penceramah mengendalikan aktiviti dalam kumpulan	1	2	3	4	5
11	Penceramah menghuraikan konsep dengan jelas.	1	2	3	4	5
12	Penceramah mengendalikan perbezaan antara peserta dengan baik.	1	2	3	4	5
13	Penceramah menghuraikan idea yang kompleks dengan cara yang mudah difahami. pemahaman peserta	1	2	3	4	5
14	Penceramah membuat penilaian dan impak latihan.	1	2	3	4	5

Seksyen C / Material Latihan

Bil	Soalan	1	2	3	4	5
1	Pengisian kursus sangat terperinci.	1	2	3	4	5
2	Pengisian kursus ini berkait rapat dengan tugas seharian saya.	1	2	3	4	5
3	Bahan yang dicetak mudah dibaca	1	2	3	4	5
4	Kandungan kursus mudah difahami	1	2	3	4	5
5	Kandungan kursus tersusun dengan baik.	1	2	3	4	5
6	Bahan yang digunakan berguna untuk rujukan pada masa hadapan.	1	2	3	4	5
7	Bahan cetakan dan material lain yang digunakan dikendalikan dengan baik	1	2	3	4	5
8	Gambar / diagram yang digunapakai adalah berguna dan relevan	1	2	3	4	5
9	Material kursus adalah pelbagai dan terkini.	1	2	3	4	5

Seksyen D / Persekitaran Latihan

Bil	Soalan	1	2	3	4	5
1	Suhu bilik sangat bersesuaian	1	2	3	4	5
2	Alat bantuan pendengaran diletak ditempat yang sesuai	1	2	3	4	5
3	Meja dan kerusi ditempatkan diruang yang ergonomik	1	2	3	4	5
4	Fasiliti di pusat latihan ini memenuhi kehendak saya dalam pembelajaran	1	2	3	4	5
5	Fasiliti di pusat latihan mudah dicapai/ditemui.	1	2	3	4	5
6	Perkhidmatan yang diberikan semasa latihan adalah bersesuaian.	1	2	3	4	5
7	Pencahayaan ditempat latihan adalah terang dan jelas.	1	2	3	4	5
8	Ruang tempat latihan adalah mencukupi dan selesa.	1	2	3	4	5

Seksvyen E / Sokongan sosial

Bil	Soalan	1	2	3	4	5
1	Anggota saya menerima kemahiran yang baru dari latihan yang diberikan.	1	2	3	4	5
2	Penyelia saya berharap kemahiran ini diguna pakai dalam tugas seharian	1	2	3	4	5
3	Penyelia dan saya berbincang rancangan pembangunan bagi memenuhi keperluan ini	1	2	3	4	5
4	Penyelia dan saya berbincang berkenaan objektif latihan ini.	1	2	3	4	5
5	Penyelia saya menunjukkan minat terhadap apa yang saya pelajari dalam latihan ini.	1	2	3	4	5
6	Penyelia saya punyai sikap positif terhadap latihan ini	1	2	3	4	5
7	Penyelia saya mempamerkan sikap yang konsisten terhadap latihan ini.	1	2	3	4	5
8	Sewaktu menghadiri latihan, penyelia saya memudahkan proses kerja yang saya tingalkan sementara.	1	2	3	4	5
9	Penyelia saya menggalakkan saya untuk belajar perkara yang baru.	1	2	3	4	5
10	Saya rasa bersemangat untuk menggunakan teknik dan inovasi yang dapat melalui latihan ini.	1	2	3	4	5
11	Saya terpilih untuk menghadiri program latihan ini berdasarkan memenuhi kriteria yang diperlukan.	1	2	3	4	5
12	Saya menerima maklumat terhadap peluang menghadiri latihan ini.	1	2	3	4	5
13	Pihak pengurusan mmberikan peruntukan untuk latihan ini.	1	2	3	4	5
14	Rakan sekerja saya bersedia untuk menggunakan kemahiran baru yang telah didapat melalui latihan ini.	1	2	3	4	5
15	Saya menerima banyak kemahiran yang bermanfaat.	1	2	3	4	5
16	Rakan-rakan lain juga mengatakan mendapat manfaat atas latihan ini.	1	2	3	4	5

Seksyen F / Motivasi peserta

Bil	Soalan	1	2	3	4	5
1	Prestasi kerja saya akan bertambah baik jika saya menggunakan kemahiran yang saya pelajari semasa latihan.	1	2	3	4	5
2	Saya percaya adalah tidak realistik jika cuba menggunakan kemahiran yang dipelajari semasa latihan dalam pekerjaan saya.	1	2	3	4	5
3	Saya tahu situasi bagaimanakah ditempat kerja yang sesuai untuk saya praktikkan kemahiran yang saya perolehi semasa latihan	1	2	3	4	5
4	Kemahiran yang saya perolehi membantu saya menyelesaikan masalah di tempat kerja saya.	1	2	3	4	5
5	Saya mampu menggunakan kemahiran yang saya perolehi didalam pekerjaan seharian saya.	1	2	3	4	5

Seksyen G / Pembelajaran

Bil	Soalan	1	2	3	4	5
1	Saya rasa lebih yakin berhadapan dengan halangan selepas mengikuti latihan ini.	1	2	3	4	5
2	Saya rasa lebih yakin dengan kemahiran yang diperolehi sama seperti rakan kerja yang lain.	1	2	3	4	5
3	Saya yakin boleh melatih rakan lain.	1	2	3	4	5
4	Saya lebih memahami kerja saya.	1	2	3	4	5
5	Penilaian yang digunakan berdasarkan objektif latihan dan modul yang disediakan.	1	2	3	4	5
6	Saya telah lulus semua ujian didalam latihan ini.	1	2	3	4	5
7	Saya berjaya membuktikan saya telah lengkap dan Berjaya sepenuhnya terhadap latihan ini	1	2	3	4	5

-SOALAN TAMAT-